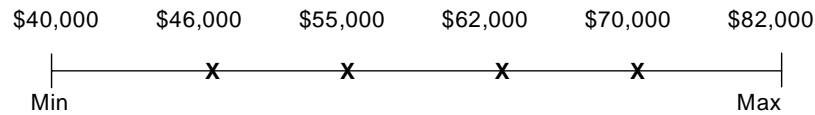


Professional Individual Contributor Pay Plan

(130 classifications)

Classifications assigned to this plan are characterized by having the knowledge that requires an understanding of the principles and theories of a professional discipline normally gained through a college curriculum as well as the high number of employees relative to the number of supervisors and managers for the occupation. Pay ranges assigned to this plan will be broad banded with market anchors to reflect the different levels of work within the occupation.

(Dollar figures used for illustrative purposes only)



X = Market anchors for different levels of work in the job family

Pay placement and movement will be determined by assessment against the following criteria:

- Tenure and experience;
- The nature of work performed;
- Increased independence of work and judgment exercised;
- Achievement of pre-determined performance standards;
- The acquisition and application of further job-related education and training;
- Demonstration of an increased frequency of undertaking the type and complexity of work associated with the next level of work in the occupation; and
- Fulfilling a leadership role.

Professional Development Committees (PDC's) consisting of representatives of the various occupations assigned to this pay plan led by staff from DPS will provide input on the classification, criteria for movement through the pay ranges, performance standards and training for the occupation.
